

EEO PUBLIC FILE REPORT

For the 12 month period beginning December 1, 2018 and ending November 30, 2019

Prepared by: Morris Network Inc dba WMGT-TV
(Licensee/Permittee)

This report covers the following employment unit

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>DMA</u>
WMGT	43847	Television	Macon, GA	Macon, GA

A. The following is a list of all vacancies for jobs during the previous 12 months:

	<u>Job Title</u>	<u>Date Filled</u>
1	Video Editor/Photographer/Production Lead	12/18/2018
2	Reporter/Photographer	01/21/2019
3	Digital News Ops Specialist/Assignment Editor	01/28/2019
4	Marketing Consultant	02/04/2019
5	Sales Assistant	04/15/2019
6	Digital Sales Manager	05/13/2019
7	Video Editor/Photographer	05/20/2019
8	Reporter/Photographer (Sports)	06/10/2019
9	Marketing Consultant	09/06/2019
10	News Production Assistant	09/17/2019
11	Anchor/Reporter/Producer	10/03/2019
12	Staff Accountant	10/14/2019
13	Master Control Operator PT	11/09/2019
14	Reporter/Photographer	11/11/2019
15	Master Control Operator	11/18/2019

B. During the previous 12 months, the following recruitment sources were contacted as vacancies for jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred:

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1. Wesleyan College	4760 Forsyth Road Macon, GA 31210	Tom Bates Email: tbates@weselyancollege.edu	(478) 477-1110
2. Central GA Technical College	3300 Macon Tech Drive Macon, GA 31206	Tony Turner Email: Tturner@centralgatech.edu	(478) 757-3400
3. Macon State College	1000 College State Drive Macon, GA 31206	Barbara Warren Barbara.Warren@MaconState.edu	(478) 471-2700
4. GA College & State University	Campus Box 42 Milledgeville, GA 31061	Mary Roberts Email: Mary.Roberts@gcsu.edu	(478) 445-5384
5. Ft. Valley College & State Univ.	1005 State University Drive Fort Valley, GA 31030	Romelda Simmons Email: SimmonsR@fvsu.edu	(478) 825-8801
6. Ft. Valley College & State Univ.	1005 State University Drive Fort Valley, GA 31030	Clara Braswell braswellc@fvsu.edu	(478) 825-6544
7. Mercer University	1400 Coleman Avenue Macon, GA 31204	Dr. Steven Brown Email: brown_sr@mercer.edu	(478) 301-2700
8. GA Military College	201 E. Green Street Milledgeville, GA 31061	Career Services	(478) 387-4900
9. Middle GA Technical	80 Cohen Walker Dr. Warner Robins, GA 31088	Patrick Ivey Email: Pivey@middlegatech.edu	(478) 988-6947
10. 41NBC Web Site	301 Poplar Street Macon, GA 31201	Staff	(478) 745-4141
11. University of Georgia	Clark Howell Hall 212 Carlton St. Athens, GA 30602-3332	Scott Williams Email: Scottw@uga.edu	(706) 542-8431
12. Handshake Online Recruitment Services			https://joinhandshake.com
13. Georgia Department of Labor	3090 Mercer Univ. Drive Macon, GA 31204	Placement Service	(478) 751-4400

14. Media Line PO Box 51909 Job Placement 800-237-8073
Pacific Grove, CA 93950 medialine@medialine.com
15. Georgia Southern Univ. PO Box 8069 Heather Scarboro (912) 478-5197
Statesboro, GA 30460 Email: hscarboro@goerigasouthern.edu
16. Clark Atlanta Univ. 223 James P. Brawley Dr. Ernita Hemmitt (404) 880-6127
Atlanta, GA Email: Ehemmitt@cau.edu
17. TVJobs.com P.O. Box 4116 Mark Holloway (800) 374-0119
Oceanside, CA 92052
18. Employee Referral 301 Poplar St. Inhouse Staff (478) 745-4141
Macon, GA 31201
19. University of Tennessee 1345 Circle Park DR Suite Placement Office (865) 974-5435
Knoxville, TN 37996
20. Indeed.com 6433 Champion Grandview Online Staff (800) 475-4361
Austin, TX 78750
21. LinkedIN.com Internet Online Staff (650) 687-3600
Sunnyvale, Ca
22. Other Source

C. The following is a list of the services for jobs shown in Section A above and the recruitment source which provided the hire for that position:

	Job Title	Recruitment Source Referring Person Hired	Recruitment Source Used to Fill Vacancy
1	Video Editor/Photographer/Production Lead	20	1, 3-20,22
2	Reporter/Photographer	10	1, 3-20,22
3	Digital News Ops Specialist/Assignment Editor	22	1, 3-20,22
4	Marketing Consultant	10	1, 3-22
5	Sales Assistant	18	1, 3-22
6	Digital Sales Manager	18	1,3-22
7	Video Editor/Photographer	22	1-20,22
8	Reporter/Photographer (Sports)	10	1,3-20,22

9	Marketing Consultant	18	1,3-22
10	News Production Assistant	18	1-20,22
11	Anchor/Reporter/Producer	20	1,3-20,22
12	Staff Accountant	20	1, 3-22
13	Master Control Operator PT	20	1, 3-22
14	Reporter/Photographer	22	1,3-20,22
15	Master Control Operator	18	1,3-22

D. During the previous 12 months, there were a total of 51 people interviewed for vacancies. The following is a list of the total number of hired referred by each recruitment source shown in Section B above:

	Recruitment Source	Total No. of Hired	Total No. of Interviewees
1	41 NBC Employee Referral	5	8
2	41 NBC Web Site	3	7
3	Indeed Web Site	4	23
4	Other Source	3	5

Station Outreach Initiatives

	Initiative	Description	Date	Personnel Involved by Title	Scope of Station Participation
1	Internet Job Banks	Job postings of open positions for employment on stations website – 41nbc.com and the use of viable station social media pages via its Facebook and twitter pages.	On-going	Todd Buccelli, General Manager	All open positions are posted on internet web sites and station social media platforms specifically to reach and recruit a broad spectrum of qualified broadcasting applicants. Any recruitment efforts (i.e. job/career fairs) by station personnel encourage the public to apply in person at the station or online at www.41nbc.com.
2	Intern Program	Expose eligible college students to a broadcasting environment for college credit	On-going	Brandon Long, News Director and Operations Director; Dixon Cassara, Digital Operations Specialist; Cecilia Reeves, Chief Meteorologist	Host interns from area colleges who are majoring in communications and earn college course credit hours. Interns learn daily newsroom duties including shooting, writing and editing stories, producing newscasts and editorial decision making. The students received technical training with equipment including cameras, editors and industry specific software.
3	Training Programs	Trained employees to expand working knowledge and enhance skills on the job	On-going	Todd Buccelli, General Manager; Brandon Long, News Director and Operations Director; Mark Rish, Chief Engineer; Shawn Hall, Sales Manager; Dixon Cassara, Digital Operations Specialist; Denise Fritze, Digital Sales Manager; Debbie Wright, Traffic Manager	Employees are trained and cross trained to gain skills which enable them to obtain internal promotions or transfers to larger markets. General station training includes new hire orientation, safety training, anti-harassment seminars, etc. All staff are encouraged to attend job related seminars for personal skills

					improvement. Training in Production/ Operations Department is mandated by technological advancements that require new skill acquisition in order to remain competitive in the industry. Specifically new training was received by both production and news staff on updated versions of our AVID/ORAD newscast production technology.
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4	Educational Student Weather Seminar	Gray Elementary School Student Weather Seminar	02/2019	WMGT Meteorologist Dalton Mullinax	Station meteorologist local area on-site visit to Gray Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.
5	Educational Student Weather Seminar	Holly Springs Elementary School	02/2019	WMGT Meteorologist Dalton Mullinax	Station meteorologist local area on-site visit to Holly Springs Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.
6	Educational Student Weather Seminar	Veterans Elementary School	03/2019	WMGT Meteorologist Dalton Mullinax	Station meteorologist local area on-site visit to Veterans Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and

					<p>awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts.</p> <p>Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>
7	Educational Student Weather Seminar	Holly Springs Elementary School	08/2019	WMGT Meteorologist Dalton Mullinax	<p>Station meteorologist local area on-site visit to Holly Springs Elementary School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>
8	Educational Student Weather Seminar	Alexander II Magnet School	08/2019	WMGT Meteorologist Dalton Mullinax	<p>Station meteorologist local area on-site visit to Alexander II Magnet School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>
9	Educational Student Weather Seminar	Saint Joseph's School	10/2019	WMGT Meteorologist Dalton Mullinax	<p>Station meteorologist local area on-site visit to Saint Joseph's School for Student Weather Seminar on weather safety topics and general</p>

					<p>weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>
10	Educational Student Weather Seminar	Morgan County High School	10/2019	WMGT Meteorologist Dalton Mullinax	<p>Station meteorologist local area on-site visit to Morgan County High School for Student Weather Seminar on weather safety topics and general weather vocabulary and awareness where early education weather concepts are introduced during an interactive question and answer style learning environment about basic weather facts. Additional areas touch upon and include where our weather systems in Middle Georgia typically come from and how severe weather impacts our lives and how to understand and stay safe during weather alerts and what the definitions of those alerts and how to respond.</p>
11	Educational Journalism and Mass Communications Career Fair	UGA Journalism and Mass Communication Career	02/2019	WMGT News and Operations Director, Brandon Long and Dixon Cassara, Digital Operations Specialist	<p>Station administration and hiring managers attended very well attended career fair sponsored by the University of Georgia Journalism and Mass Communications Career Fair. WMGT managers are on-site for the duration of the career fair and are available for question and answer sessions on all current job openings; as well as, internships at the station in different departments. Resumes are also collected on site and information on all station employment job descriptions are distributed to educate students on the many different kinds of jobs available at the television station—some of these positions are open and some are not—but it is educational to many students to learn that students from many different disciplines may fit into a television broadcasting and digital marketing services career.</p>